**North Central Ohio District Church of the Nazarene**

**Beginning the Journey: Ministry Assessment**

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**North Central Ohio District Church of the Nazarene**

**Beginning the Journey: Ministry Assessment**

LETTER TO CANDIDATE

This is an exciting time in your life! For some a new beginning; for others, the fulfillment of a life-long dream; for each of you, this is an incredibly important next step in your preparation for ministry.

Within these pages you will find virtually all the information to take that step. Some of it will be easy; some will take effort, time and a great deal of prayer. Everything contained herein is important and necessary. A part of your preparation for ministry is the necessity of completing tasks, meeting deadlines and being accountable for your call to full-time Christian ministry.

Our prayer for you is that you will enjoy the journey! That you will come to the end of this part of the journey and, looking back, say it was worth the effort! That you will embark on the next phase and be aware that this prepared you for it! That, following the weekend you can say, “I have a church family on the North Central Ohio District who believe in me and have given of their time and love to see me succeed!”

We challenge you not only to succeed, but to love it, to make a difference for the Kingdom and to create ministry that will transform lives for Jesus Christ!

**North Central Ohio District Church of the Nazarene**

**Beginning the Journey: Ministry Assessment**

REGISTRATION INFORMATION AND CHECKLIST FOR CANDIDATES

You (and your spouse, if applicable) are invited to participate in the Ministry Assessment Center sponsored by the North Central Ohio District Church of the Nazarene. This annual event is required for all prospective district licensed ministers and those with a district minister’s license moving toward ordination.

Space is limited to 8 candidates (and their spouses) per event.

We will begin at 9:00am and end approximately 7:00pm. Lunch, dinner and snacks included. Dress is casual. We’ll send a full schedule & directions prior to the event.

At the assessment event, you will join with your coach and progress through a rotation of various assessments.

Preliminary goals of the various sessions are:

Relationships and Finances: focus on the importance of the candidates marriage (or challenges unique to those who are single) as well as personal finances, both areas are foundational to success in ministry.

Personal Assessment: focus on the emotional health of the candidate, family and social history, and personality types which impact their approach and gifts for to ministry.

Your Call: focus on the seriousness and responsibility of the call of God to the ministry.

Spiritual Formation: focus on the spiritual practices and growth of the individual as well as their ability to mentor and challenge corporately.

Case Study: focus on various scenarios of ministry; these “what if” questions will provide candidates with an opportunity to dialogue about the ins-and-outs of ministry.

Spiritual Gifts: focus on your personal gifts and how those relate to your ministry

At the conclusion of the event, the Assessment Team (coaches and facilitators) will develop a list of strengths as well as concerns, goals and an action plan for you. Coaches will share the summary with you. We will join in a time of prayer and sharing of communion to close the event.

The cost will be $75.00 per couple or $50.00 per single adult. We strongly encourage you to discuss with your pastor about having your local church to partner with you financially. Application materials must be returned with full payment 30 days prior to the event.

Believing with you, that you have been called by God to Christian ministry, it is our desire to encourage, shape and equip you for that call.

In preparation for this year’s assessment the following will be required:

* **ASSESSEMENT APPLICATION** – email to ncodistrict@mvnu.edu 30 days prior to the assessment.
* **PERSONALITY TYPE INDICATOR** – complete online and email results 30 days prior to the assessment. https://www.16personalities.com/free-personality-test
* **SPIRITUAL GIFTS ANALYSIS** – complete online and email results 30 days prior to the assessment. https://spiritualgiftstest.com/spiritual-gifts-test-adult-version/
* The **PASTOR’S RECOMMENDATION FORM** – completed by your senior pastor and mailed or emailed directly to district office 30 days prior to the assessment.
* **PAYMENT – Please mail your payment Payable to “NCO”;
COST: $75.00 per couple or $50.00 per single adult**

**North Central Ohio District Office**

**602 Martinsburg Road**

**Mount Vernon, OH 43050**

If you have any questions, please contact the district office or Pastor Lester Champer.

Crystal Browning

Assessment Coordinator

**North Central Ohio District Church of the Nazarene**

**Beginning the Journey: Ministry Assessment**

LETTER TO PASTORS

Thank you for taking the time to read through the following information on the Ministry Assessment Center sponsored by the North Central Ohio District Church of the Nazarene.

**This annual event is a requirement for each local licensed minister who desires to apply for district license and those with a district minister’s license moving toward ordination.**

**We will strongly encourage your local church to partner with each candidate financially to make this weekend affordable.**

All meals (Friday lunch - Saturday breakfast) and snacks are included. Application materials must be returned with full payment 30 days prior to the event.

The enclosed packet will provide you with purpose, details and a sample application.

As individuals in your church feel the call of God to full-time Christian ministry, it is our desire to provide assistance to the candidate in their self awareness and preparedness for active ministry in the Church of the Nazarene. The Ministry Assessment Center will also identify the process needed for a ministerial candidate to prepare for such ministry. It is our desire to examine, evaluate, encourage, and endorse candidates in their call to ministry and qualifications for licensure and ordination; this process shall include both the evaluation and nurture of ministerial and spiritual growth and maturity.

Please begin to discuss this with the local and district licensed ministers in your church and begin now to encourage their attendance.

It is our prayer that your candidate(s) will be strengthened, equipped, and challenged by this process as they grow in the understanding of God’s call on their lives.

**North Central Ohio District Church of the Nazarene**

**Beginning the Journey: Ministry Assessment**

STATEMENT OF PURPOSE

The purpose of the Ministry Assessment Center is to aid the district in providing assistance to the candidate in their self awareness and preparedness for active ministry in the Church of the Nazarene. It will also identify the process needed for a ministerial candidate to prepare for such ministry. It is our desire to examine, evaluate, encourage, and endorse candidates in their call to ministry and qualifications for licensure and ordination; this process shall include both the evaluation and nurture of ministerial and spiritual growth and maturity.

The Ministry Assessment Center will implement testing, evaluations and interviews with each candidate. This information will be used to help the Assessment Team and Ministry Boards formulate the steps for ministry preparedness for each candidate.

The areas of self awareness and preparedness that the Ministry Assessment Center will focus on are:

* The spiritual formation of the candidate.
* The emotional health of the candidate.
* The candidate’s understanding and acceptance of the seriousness and responsibility of the call of God to the ministry.
* The areas of ministerial skills that a candidate must have and continue to develop.
* The expectations of the Church of the Nazarene for those called to ministry in the Church of the Nazarene.

***“The perpetuity and efficiency of the Church of the Nazarene depend largely upon the spiritual qualifications, the character, and the manner of life of its ministers.”*** *Manual 401*

IMPORTANT DATES FOR LOCAL AND DISTRICT LICENSED MNISTERS

September-October All candidates should reserve a spot and send the $50 registration deposit

On-going Ministry Assessment Center application available online

30 prior to event Deadline for ALL forms to be returned (including application, online tools and payment)

Assessment Event Ministry Assessment Center for local and district licensed ministers

February-March District License Applications packets available online

March-April (check website) Annual District License Applications due

March-April (check website) Ordination Candidates Interviews

 Renewal License Interviews as called for

First Time License on North Central Ohio District

All First License Interviews

July (typically second week) District Assembly

Mount Vernon Nazarene University, Mount Vernon, OH

Service on the Ministry – Tuesday evening at 7:30pm

 Awarding of First District License

 Recognition of Retiring Ministers

 Ordination Service

For Further Information & Forms:

ncodistrict@mvnu.edu

740-397-5740

North Central Ohio District Office

602 Martinsburg Road

Mount Vernon, OH 43050

**North Central Ohio District Church of the Nazarene**

**Beginning the Journey: Ministry Assessment**

**ASSESSMENT APPLICATION**

Name:

Address:

Phone:       E-mail:

Date of Birth:       Age:       Marital Status:

Name of Spouse (if applicable):

Name(s) and age(s) of children (if applicable):

Local church presently attending:

Number of years you have been a member of the Church of the Nazarene:

Are you presently a member of a church other than the Church of the Nazarene?

Number of years you have held a local ministers license:

Number of years you have held a district ministers license:

How many courses have you completed in the course of study (of the 26 required) or have you graduated?

If you currently have a district minister’s license, how many years of service have you completed toward the ordination service requirement? Full time       Part-time

Please answer the following questions with integrity and transparency. Your information will be held in confidence and kept in your district file. There is not a set of ‘right’ answers. Your honesty is of highest importance. Believing with you, that you have been called by God to Christian ministry, it is our desire to encourage, shape and equip you for that call.

If you need additional space for any of your answers use the back of any page or attach additional pages. Make reference to where answer is continued.

**North Central Ohio District Church of the Nazarene**

**Beginning the Journey: Ministry Assessment**

**RELEASE AND CONSENT**

*I hereby authorize the North Central Ohio District Church of the Nazarene to contact and obtain information about me from any or all law enforcement agencies. I release the North Central Ohio District Church of the Nazarene, its employees and all other persons associated with the North Central Ohio District Church of the Nazarene from all liability and responsibility arising out of such inquiry or the response to such inquiry.*

*I hereby acknowledge and accept the confidentially of all references provided to the North Central Ohio District Church of the Nazarene in relation to the application and assessment process for ministry. I voluntarily waive any right of access to the responses and information provided by said references, and grant permission for all assessment materials and evaluations to be provided to the ministry boards of the North Central Ohio District Church of the Nazarene.*

*I understand my typed name constitutes a legal signature confirming that I acknowledge and agree to the above statements.*

Signature/Typed Name:

Date:

**I. PERSONAL INFORMATION**

A. Parent and Family History

1. What city did you live in while growing up?

2. Who raised you?

3. How was the relationship between your parents? Is there any history of separations or divorce? If yes, explain.

4. Describe your father.

5. Describe your mother.

6. What was the primary method(s) of discipline in your home while growing up?

7. Is there any history of drug/alcohol abuse, physical abuse, legal problems, emotional problems/mental illness?

8. Describe your current relationship with your parents?

9. Describe your current relationship with your siblings?

10. Describe the significant events of your life (losses, moves, injuries, honors, etc.)

B. Employment/Education

1. Do you have employment outside of the local church? If yes, describe your position, responsibilities, and work load.

2. What is the highest level of education you have received (i.e. high school, bachelor’s degree, graduate courses)?

C. Finances

1. How would you describe your financial situation at this time?

2. How much are you in debt?

3. Annual household cash income?

4. Do you have a household budget in place?

5. At this time, are you able to pay all bills and provide essential needs for your family?

6. Do you give regular tithes and offerings to your local church?

7. Do you financially support ministries and organizations beyond your local church? If so, explain.

8. Have you ever filed for bankruptcy? If yes, explain.

D. Physical and Emotional Health

1. How would you describe your current physical health?

2. List any physical medical conditions.

3. How would you describe your current emotional health?

4. List the current stressors in your life.

5. Have you ever received any therapy or counseling for emotional or mental problems? If yes, explain.

6. Have you ever taken or are you currently taking medication for emotional problems? If yes, explain.

7. Do you have a history of self-inflicted injuries or cuts?

8. Have you ever been hospitalized because of emotional problems?

9. Do you have any history of sexual abuse?

E. Social Network

1. Describe your current support system (people you can rely on for assistance, help, encouragement, etc.).

F. Self Evaluation

1. Describe your personality and/or temperament.

2. What do you think is your strongest character trait?

3. What areas of your character or personality do you have to guard most in order to prevent problems for yourself?

4. What are your favorite ways of spending leisure time?

G. Relationships

If you are single,

1. Describe your past relationships (length, seriousness, etc.)?

2. What, if any, additional challenges do you foresee in ministry because you are single?

If you are married,

3. How did you and your spouse meet, and how long have you been married?

4. Did you and your spouse have premarital counseling? If so, what do you remember as being most helpful?

4. What are the mutual and/or complementary gifts that will make you effective as a couple in ministry?

5. What do you do to enrich your relationship with your spouse?

6. How do you show appreciation to your spouse?

7. How do you understand the references to submission and love in Eph. 5:22-33?

If you have children,

8. Describe your parenting role and style.

8. Describe the spiritual development of your children.

Have you ever been divorced? If yes, please complete the Explanation of Divorce Form at the end of this application.

**North Central Ohio District Church of the Nazarene**

**Beginning the Journey: Ministry Assessment**

**PERSONALITY TYPE INDICATOR** – complete online and email results to ncodistrict@mvnu.edu 30 days prior to the assessment. <https://www.16personalities.com/free-personality-test>

**SPIRITUAL GIFTS ANALYSIS** – complete online and email results to ncodistrict@mvnu.edu30 days prior to the assessment. <https://spiritualgiftstest.com/spiritual-gifts-test-adult-version/>

**II. SPIRITUAL FORMATION**

The spiritual formation component of the assessment process provides ministerial candidates with the opportunity to:

* Articulate an understanding of and response to the call to be conformed to the image of Christ.
* Take inventory of and evaluate specific spiritual disciplines and practices.
* Discuss with Center staff spiritual challenges, obstacles, and resistances.
* Receive spiritual guidance.

A. Your Spiritual Autobiography

 Write a personal narrative of your spiritual journey by responding to the following questions in a typewritten document. These questions are designed to guide your writing, but should not preclude you from including other relevant material. A spiritual autobiography should demonstrate careful reflection on your own faith development process.

• Write about your earliest memories on your faith journey. Did you come from a Christian home? What contributions and/or hindrances did your family members make on your spiritual development? Who first helped shaped your view of God?

• Write about other significant influences, e.g., church people, church life itself. Have you experienced a variety of religious traditions or have you always been in the Church of the Nazarene? Who have been the important spiritual role models in your life as your have matured? What authors have influenced you the most and what do you read for spiritual nurture?

• How has your faith changed/grown? With what issues or in what areas have you struggled? Discuss ways in which the church has been helpful and/or hurtful to you in your Christian journey. What have been important experiences and/or crises?

• How have your learned to incorporate discipline and accountability into your life (e.g., in your finances, your education, your professional work, your physical health)? What spiritual practices shape your spiritual life and how do you connect with others in these disciplines? If married, how would you characterize the spiritual relationship (including the shared practices) you have with your spouse?

• What is God doing in you right now? How is He changing you? What needs attention? What areas of your life do you sense God leading you to work on this next year? What resources would be helpful?

B. Spiritual Formation Ministry Philosophy Statement

Write a brief essay (2-3 typewritten pages) in response to the following question: Spiritual formation is the process by which a person is 'conformed into the image of Christ.' As a pastor or staff member of a congregation, how would you develop this process in the lives of your people?

C. Practice of Spiritual Disciplines

This checklist is designed to help you assess your current level of practice of several spiritual disciplines that historically have been considered by the Church to be vital for a maturing, growing believer. Although all of these practices have been profitable for spiritual growth and development, no individual Christian has practiced all of them at a high level of frequency at any given point in his or her life. As unique members of the Body of Christ, we have different levels of experience in the faith, different personalities and preferences, varying degrees of training and guidance in spiritual things, and different callings as to how we are to live out our devotion to Christ. The list of items, then, is not meant to indicate the profile of the "ideal" Christian or to communicate to you what is expected of you if you were "really spiritual." Rather, it is an opportunity for you to identify those aspects of your spiritual lifestyle that are regular disciplines and those areas that are not currently a part of your spiritual practice. This will allow you, in dialogue with the Center for Spiritual Formation Staff, to build on your strengths and well as enhance those areas that may be weaknesses.

Please check the box that best describes your current practice.

I set aside time for personal prayer and meditation

[ ] less than weekly [ ] at least weekly [ ] 2-3 times per week [ ] daily

I pray with other Christians

[ ] less than weekly [ ] at least weekly [ ] 2-3 times per week [ ] daily

I read the Bible devotionally

[ ] less than weekly [ ] at least weekly [ ] 2-3 times per week [ ] daily

I read other spiritual or devotional writings

[ ] less than weekly [ ] at least weekly [ ] 2-3 times per week [ ] daily

I study the Scriptures

[ ] less than weekly [ ] at least weekly [ ] 2-3 times per week [ ] daily

I practice a time of solitude and silence

[ ] less than weekly [ ] at least weekly [ ] 2-3 times per week [ ] daily

I practice fasting or other acts to simplify my life and renew devotion

[ ] never or rarely [ ] at least monthly [ ] at least weekly

I practice “Sabbath” as a time of rest and renewal

[ ] never or rarely [ ] at least monthly [ ] at least weekly

I participate in a worship service in a local church

[ ] never or rarely [ ] at least monthly [ ] at least weekly

I keep a personal journal of my prayers and spiritual insights

[ ] never or rarely [ ] at least monthly [ ] at least weekly

I engage in some form of ministry or service

[ ] never or rarely [ ] at least monthly [ ] at least weekly

I meet with a spiritual mentor

[ ] never or rarely [ ] at least monthly [ ] at least weekly

I take part in a small group that allows me to share and holds me accountable

[ ] never or rarely [ ] at least monthly [ ] at least weekly

2. If married, do you and your spouse share regularly and openly about your spiritual life including your struggles and temptations?

**III. THEOLOGICAL UNDERSTANDING**

A. Are you in agreement with and do you give full support to the doctrine and polity of the Church of the Nazarene? If not, discuss your areas of disagreement or concern.

B. Describe your understanding of the authority, historicity, and inspiration of the Bible.

C. Define the following terms in your own words:

 1. Atonement

 2. Justification

 3. Regeneration

 4. Adoption

 5. Repentance

D. Sanctification

1. In your own words, explain your understanding of the doctrine of entire sanctification, and provide the scripture references which are the source and foundation for your understanding.

2. What is the relationship of and difference between initial and entire sanctification and growth in grace? Provide some scripture references which support the distinctions you make.

E. Define sin (action and condition); contrast the Wesleyan understanding with the perceived Calvinistic understanding. What scriptures provide your understanding of sin?

F. State you position regarding the following

 1. Spiritual gifts

 2. Divine healing

 3. Speaking in “tongues”

 4. Biblical tithing

G. What is your understanding of the “Church”?

H. What is your understanding of “ordination”?

I. What, in the Church of the Nazarene creed, has been most difficult for you to come to understand (or accept)? Can you explain why?

**IV. THE CALL**

A. Why do you believe God is leading you into ministry in the Church of the Nazarene?

B. How and when did you sense God’s call?

C. Do you have a specific area of ministry to which you are being called?(i.e. pastor, evangelist, chaplain, teacher,...)

D. How does your spouse (and family) feel about your call?

**V. PRACTICE IN MINISTRY**

This information will help determine your level of experience so that your ministerial preparation can be directed more effectively.

A. Experience

1. Please complete the ministry log at the end of this application for each ministry assignment since receiving your first local license.

2. How many times have you preached? If yes, in what settings?

3. Have you ever led a worship service? If yes, how often and in what capacity?

4. Have you ever planned and organized a worship service? If yes, how often?

5. Have you ever assisted in a baptism service, other than your own? If so, how often and in what capacity?

6. Have you ever assisted in serving communion? If so, how often and in what capacity?

7. Have you ever taken part in a funeral service? If so, how often and in what capacity?

8. Have you ever taken part in a wedding ceremony, other than your own? If so, how often and in what capacity?

9. Have you ever given premarital counseling? If so, describe (how often, material used, etc.).

10. Have you taken any formal training in personal evangelism?

11. How often have you shared the gospel with a non-Christian in the last two years?

12. Have you ever made a hospital or care facility visit as a representative of the church? If so, how often?

13. Have you ever conducted a membership class in the Church of the Nazarene?

14. Have you ever served in following capacities? If yes, how long and describe your most recent experience?

Adult Sunday School Teacher?

Youth Sunday School Teacher?

Children’s Sunday School Teacher?

Sunday School Superintendent?

NYI President?

NMI President?

Church Board Member?

15. Have you ever led a board or committee meeting (developed the agenda and chaired the meeting)? If yes, in what capacity?

16. How familiar are you with Roberts Rules of Order?

17. Have you ever been involved in the local church budget process?

18. Have you ever managed the money of a group or committee? If so, in what capacity and how large was the budget?

19. Please describe any other ministry experience.

20. Please evaluate your feelings about your ability to lead the following:

 Very Confident Confident Uncertain Fearful

Sunday worship service [ ]  [ ]  [ ]  [ ]

Board meeting [ ]  [ ]  [ ]  [ ]

Music in worship [ ]  [ ]  [ ]  [ ]

Wedding [ ]  [ ]  [ ]  [ ]

Funeral [ ]  [ ]  [ ]  [ ]

Baptism [ ]  [ ]  [ ]  [ ]

Infant dedication [ ]  [ ]  [ ]  [ ]

Communion service [ ]  [ ]  [ ]  [ ]

Preaching 2-3 times weekly [ ]  [ ]  [ ]  [ ]

Adult Sunday School class [ ]  [ ]  [ ]  [ ]

Youth group or SS class [ ]  [ ]  [ ]  [ ]

Children’s SS class [ ]  [ ]  [ ]  [ ]

Hospital visitation [ ]  [ ]  [ ]  [ ]

Premarital/marital counseling [ ]  [ ]  [ ]  [ ]

Personal evangelism [ ]  [ ]  [ ]  [ ]

Fund raising [ ]  [ ]  [ ]  [ ]

Creating a budget [ ]  [ ]  [ ]  [ ]

Handling reports and records [ ]  [ ]  [ ]  [ ]

Crisis counseling [ ]  [ ]  [ ]  [ ]

21. Which of these areas do you feel most confident?

22. Which of these areas cause you the most concern or fear?

23. What do you see as your primary gifts and skills for ministry?

B. In reflecting on your ministry experiences...

1. What ministry assignment or responsibility did you enjoy the most, why?

 2. What did you think you did the best, why?

 3. What ministry assignments or responsibilities were the most difficult, why?

C. Leadership and Relationships

 1. How do you respond/react to the term “servant-leadership”?

 2. In what areas of leadership are you most confident?

 3. In what areas of leadership do you have concern?

 4. Rate your ability in the following areas (1 - low; 10 - high)

 a. Self-motivation

 b. Self-discipline

 c. Casting vision/setting objectives

 d. Leading a group to consensus on objectives

 5. What is your reaction when things do not go as planned?

 6. How do you respond when someone tells you what you “ought” to do?

 7. What if that person is a senior pastor, district superintendent or district leader?

 8. What is your response to criticism?

 9. How much approval from people do you need?

 10. How do you think other people see you? (Is this accurate, what you want?)

 11. Do you find it easy to meet new people?

 12. In a broad sense how do you relate to people?

**VI. ACCOUNTABILITY**

A. How do you plan to balance family time, study, prayer, pastoral care (or other ministry assignment), community involvement...?

B. What guidelines have you established to safeguard your integrity in the areas of

financial responsibility?

time management?

sexual conduct?

C. Have you established the practice of talking regularly and openly with your spouse about your calendar, appointments, challenges, and temptations? If so, describe it.

D. Do you have an accountability partner or group? If so, describe how you practice accountability together.

E. What practices have you established to maintain your physical, mental and emotional well-being?

**VII. QUESTIONS**

**Do you have any questions for the Assessment Team or Ministry Boards?**

**North Central Ohio District Church of the Nazarene**

**Beginning the Journey: Ministry Assessment**

**CONFIDENTIAL FORM**

You are asked to answer the following questions with integrity. The purpose is to provide protection for you, the church and the leaders of the church.

If the answer to any question is a “yes” (except #14 and 15), please provide detail the incident/situation and outcome on a separate document.

This page will be kept separate from your assessment file by the district superintendent.

Have you ever been accused of or investigated for any sexual or physical offense involving a minor or adult, including but not limited to child abuse, child molestation, indecent liberties with a child, incest, sexual harassment, seduction, rape, assault, battery, murder, kidnapping, child pornography, sodomy, or sexual contact with a counselee or church member?

 [ ] Yes [ ] No

Have you ever been convicted or plead “no contest” to any criminal offense not described in question 1?

 [ ] Yes [ ] No

Have you ever been found liable in a civil lawsuit or participated in an out-of-court settlement?

 [ ] Yes [ ] No

Since being a Christian, have you ever engaged in adultery or other sexual misconduct involving an adult or a minor?

 [ ] Yes [ ] No

Have you ever been dismissed from a ministerial position with any church or religious institution?

 [ ] Yes [ ] No

Have you ever been subject to discipline by a religious body?

 [ ] Yes [ ] No

Have you ever resigned from a position in order to avoid discipline or dismissal?

 [ ] Yes [ ] No

Have any of your employers ever been sued as a result of your conduct?

 [ ] Yes [ ] No

Have you ever initiated or willingly participate in homosexual activity?

 [ ] Yes [ ] No

Have you ever been or are you now involved with or addicted to pornography?

 [ ] Yes [ ] No

Have you ever been or are you now involved with or addicted to drugs or alcohol?

 [ ] Yes [ ] No

Have you ever been accused of or found guilty of financial malfeasance (wrongful action coupled with lack of authority to act) or filed bankruptcy?

 [ ] Yes [ ] No

Have you ever intentionally submitted incorrect financial or statistical reports to a congregation or religious organization?

 [ ] Yes [ ] No

If yes to any of these, please detail the incident/situation and outcome on a separate document.

Are you in full sympathy with the doctrines, polity and ethical standards of the Church of the Nazarene, and will you support and promote them and do nothing to undermine them?

 [ ] Yes [ ] No

During the licensing process, will you give permission for the findings of the North Central Ohio District Church of the Nazarene Assessment Team and Ministry Boards to be communicated to the Board of General Superintendents of the Church of the Nazarene, individually or corporately, and to other district or denominations to which you may transfer, at the discretion of the District Superintendent?

 [ ] Yes [ ] No

The District Superintendent will review this questionnaire, with full confidentiality. The questionnaire will be placed in a confidential file in the district office.

I authorize the District Superintendent to report to the Assessment Team and/or Ministry Boards the existence of this statement.

*I understand my typed name constitutes a legal signature confirming that I acknowledge and agree to the above statements.*

Signature/Typed Name:

Date:

**North Central Ohio District Church of the Nazarene**

**Beginning the Journey: Ministry Assessment**

**EXPLANATION OF DIVORCE**

(please use a separate form for each divorce)

Name of applicant:

Date of Marriage:

Date of Divorce:

Date of Remarriage:

Did the divorce(s) occur before conversion? :

Did the applicant or spouse commit adultery (heterosexual or homosexual)? :

If divorce(s) took place after applicant’s conversion, what attempts were made to rescue the marriage(s)? :

Who initiated the divorce(s) proceedings? :

Explanation of Divorce:

**North Central Ohio District Church of the Nazarene**

**Beginning the Journey: Ministry Assessment**

**MINISTRY LOG**

Name:

Currently hold a [ ] Local License [ ] District License

Ministry Position:

Start Date (month/year):

End Date (month/year):

Local Church:

Supervisor:

Hours per week:

Basic Responsibilities:

**North Central Ohio District Church of the Nazarene**

**Beginning the Journey: Ministry Assessment**

**PASTORS RECOMMENDATION FORM**

Candidate’s Name:

Dear Pastor,

The candidate listed above will soon take part in “Beginning the Journey,” a ministry assessment weekend through the North Central Ohio District Church of the Nazarene. As part of the assessment, we would greatly appreciate your evaluation and recommendations. P lease complete this form and return it to the district office. This evaluation will be treated confidentially and your responses will not be shared with the candidate. Thank you.

Sincerely,

NCO Assessment Team

Pastor’s Name:

Church:

How long have you know the candidate?

How long have you been their pastor?

Strongly Somewhat No Somewhat Strongly

Agree Agree Opinion Disagree Disagree

The candidate has clearly expressed a call to ministry. 5[ ]  4[ ]  3[ ]  2[ ]  1[ ]

The candidate’s lifestyle is appropriate for someone in 5[ ]  4[ ]  3[ ]  2[ ]  1[ ]

Christian ministry.

The candidate’s life and witness clearly reveal a pattern 5[ ]  4[ ]  3[ ]  2[ ]  1[ ]

of ongoing spiritual growth.

The candidate consistently expresses attitudes that are 5[ ]  4[ ]  3[ ]  2[ ]  1[ ]

positive and beneficial for the church.

The candidate responds well to authority and instruction. 5[ ]  4[ ]  3[ ]  2[ ]  1[ ]

The candidate demonstrates the gift of leadership. 5[ ]  4[ ]  3[ ]  2[ ]  1[ ]

The candidate is actively involved in the ministry of 5[ ]  4[ ]  3[ ]  2[ ]  1[ ]
the local church.

The candidate’s ministry in our local church has been 5[ ]  4[ ]  3[ ]  2[ ]  1[ ]

positive and effective.

The candidate works effectively with others. 5[ ]  4[ ]  3[ ]  2[ ]  1[ ]

Has the candidate been involved in any church conflicts or disputes? If yes, please explain.

Is the candidate faithful in both attendance and tithing?

Is the candidate supportive of you as pastor both publicly and privately?

Is the candidate supportive of the church and its ministries?

If married, what impact do you feel the candidates spouse will have on their ministry?

Please provide any other comments that will be helpful in assessing this candidate.

*I understand my typed name constitutes a legal signature confirming that I acknowledge and agree to the above statements.*

Pastor Signature/Typed Name:

Date:

**North Central Ohio District Church of the Nazarene**

**Beginning the Journey: Ministry Assessment**

**SPOUSE APPLICATION**

Name:

Address:

Phone:       E-mail:

Date of Birth:       Age:

Name of Spouse:

Name(s) and age(s) of children (if applicable):

Local church presently attending:

Number of years you have been a member of the Church of the Nazarene:

Please answer the following questions with integrity and transparency. Your information will be held in confidence and kept in your district file. There is not a set of ‘right’ answers. Your honesty is of upmost importance. Believing with you, that you have been called by God to Christian ministry, it is our desire to encourage, shape and equip you for that call. If you need additional space for any of your answers use the back of any page, or attach additional pages. Make reference to where answer is continued.

**RELEASE AND CONSENT**

*I hereby authorize the North Central Ohio District Church of the Nazarene to contact and obtain information about me from any or all law enforcement agencies. I release the North Central Ohio District Church of the Nazarene, its employees and all other persons associated with the North Central Ohio District Church of the Nazarene from all liability and responsibility arising out of such inquiry or the response to such inquiry.*

*I hereby acknowledge and accept the confidentially of all references provided to the North Central Ohio District Church of the Nazarene in relation to the application and assessment process for ministry. I voluntarily waive any right of access to the responses and information provided by said references, and grant permission for all assessment materials and evaluations to be provided to the ministry boards of the North Central Ohio District Church of the Nazarene.*

*I understand my typed name constitutes a legal signature confirming that I acknowledge and agree to the above statements.*

Signature/Typed Name:

Date:

**I. PERSONAL INFORMATION**

A. Parent and Family History

1. What city did you live in while growing up?

2. Who raised you?

3. How was the relationship between your parents? Is there any history of separations or divorce? If yes, explain.

4. Describe your father.

5. Describe your mother.

6. What was the primary method(s) of discipline in your home while growing up?

7. Is there any history of drug/alcohol abuse, physical abuse, legal problems, emotional problems/mental illness?

8. Describe your current relationship with your parents?

9. Describe your current relationship with your siblings?

10. Describe the significant events of your life (losses, moves, injuries, honors, etc.)

B. Employment

1. Do you have employment outside of the home? If yes, describe your position, responsibilities, and work load.

D. Physical and Emotional Health

1. How would you describe your current physical health?

2. List any physical medical conditions.

3. How would you describe your current emotional health?

4. List the current stressors in your life.

5. Have you ever received any therapy or counseling for emotional or mental problems? If yes, explain.

6. Have you ever taken or are you currently taking medication for emotional problems? If yes, explain.

7. Do you have a history of self-inflicted injuries or cuts?

8. Have you ever been hospitalized because of emotional problems?

9. Do you have any history of sexual abuse?

E. Social Network

1. Describe your current support system (people you can rely on for assistance, help, encouragement, etc.).

F. Self Evaluation

1. Describe your personality and/or temperament.

2. What do you think is your strongest character trait?

3. What areas of your character or personality do you have to guard most in order to prevent problems for yourself?

4. What are your favorite ways of spending leisure time?

G. Relationships

1. How did you and your spouse meet, and how long have you been married?

2. Did you and your spouse have premarital counseling? If so, what do you remember as being most helpful?

3. What are the mutual and/or complementary gifts that will make you effective as a couple in ministry?

4. What do you do to enrich your relationship with your spouse?

6. How do you show appreciation to your spouse?

6. How do you understand the references to submission and love in Eph. 5:22-33?

If you have children,

7. Describe your parenting role and style.

8. Describe the spiritual development of your children.

Have you ever been divorced?

**North Central Ohio District Church of the Nazarene**

**Beginning the Journey: Ministry Assessment**

**PERSONALITY TYPE INDICATOR** – complete online and email results to ncodistrict@mvnu.edu 30 days prior to the assessment. <https://www.16personalities.com/free-personality-test>

**SPIRITUAL GIFTS ANALYSIS** – complete online and email results to ncodistrict@mvnu.edu30 days prior to the assessment. <https://spiritualgiftstest.com/spiritual-gifts-test-adult-version/>

**II. SPIRITUAL FORMATION**

The spiritual formation component of the assessment process provides ministerial candidates with the opportunity to:

* Articulate an understanding of and response to the call to be conformed to the image of Christ.
* Take inventory of and evaluate specific spiritual disciplines and practices.
* Discuss with Center staff spiritual challenges, obstacles, and resistances.
* Receive spiritual guidance.

A. Your Spiritual Autobiography

 Write a personal narrative of your spiritual journey by responding to the following questions in a typewritten document. These questions are designed to guide your writing, but should not preclude you from including other relevant material. A spiritual autobiography should demonstrate careful reflection on your own faith development process.

• Write about your earliest memories on your faith journey. Did you come from a Christian home? What contributions and/or hindrances did your family members make on your spiritual development? Who first helped shaped your view of God?

• Write about other significant influences, e.g., church people, church life itself. Have you experienced a variety of religious traditions or have you always been in the Church of the Nazarene? Who have been the important spiritual role models in your life as your have matured? What authors have influenced you the most and what do you read for spiritual nurture?

• How has your faith changed/grown? With what issues or in what areas have you struggled? Discuss ways in which the church has been helpful and/or hurtful to you in your Christian journey. What have been important experiences and/or crises?

• How have your learned to incorporate discipline and accountability into your life (e.g., in your finances, your education, your professional work, your physical health)? What spiritual practices shape your spiritual life and how do you connect with others in these disciplines? If married, how would you characterize the spiritual relationship (including the shared practices) you have with your spouse?

• What is God doing in you right now? How is He changing you? What needs attention? What areas of your life do you sense God leading you to work on this next year? What resources would be helpful?

B. Practice of Spiritual Disciplines

This checklist is designed to help you assess your current level of practice of several spiritual disciplines that historically have been considered by the Church to be vital for a maturing, growing believer. Although all of these practices have been profitable for spiritual growth and development, no individual Christian has practiced all of them at a high level of frequency at any given point in his or her life. As unique members of the Body of Christ, we have different levels of experience in the faith, different personalities and preferences, varying degrees of training and guidance in spiritual things, and different callings as to how we are to live out our devotion to Christ. The list of items, then, is not meant to indicate the profile of the "ideal" Christian or to communicate to you what is expected of you if you were "really spiritual." Rather, it is an opportunity for you to identify those aspects of your spiritual lifestyle that are regular disciplines and those areas that are not currently a part of your spiritual practice. This will allow you, in dialogue with the Center staff, to build on your strengths and well as enhance those areas that may be weaknesses.

Please check the box that best describes your current practice.

I set aside time for personal prayer and meditation

[ ] less than weekly [ ] at least weekly [ ] 2-3 times per week [ ] daily

I pray with other Christians

[ ] less than weekly [ ] at least weekly [ ] 2-3 times per week [ ] daily

I read the Bible devotionally

[ ] less than weekly [ ] at least weekly [ ] 2-3 times per week [ ] daily

I read other spiritual or devotional writings

[ ] less than weekly [ ] at least weekly [ ] 2-3 times per week [ ] daily

I study the Scriptures

[ ] less than weekly [ ] at least weekly [ ] 2-3 times per week [ ] daily

I practice a time of solitude and silence

[ ] less than weekly [ ] at least weekly [ ] 2-3 times per week [ ] daily

I practice fasting or other acts to simplify my life and renew devotion

[ ] never or rarely [ ] at least monthly [ ] at least weekly

I practice “Sabbath” as a time of rest and renewal

[ ] never or rarely [ ] at least monthly [ ] at least weekly

I participate in a worship service in a local church

[ ] never or rarely [ ] at least monthly [ ] at least weekly

I keep a personal journal of my prayers and spiritual insights

[ ] never or rarely [ ] at least monthly [ ] at least weekly

I engage in some form of ministry or service

[ ] never or rarely [ ] at least monthly [ ] at least weekly

I meet with a spiritual mentor

[ ] never or rarely [ ] at least monthly [ ] at least weekly

I take part in a small group that allows me to share and holds me accountable

[ ] never or rarely [ ] at least monthly [ ] at least weekly

2. Do you and your spouse share regularly and openly about your spiritual life including your struggles and temptations?

**III. THEOLOGICAL UNDERSTANDING**

A. Are you in agreement with and do you give full support to the doctrine and polity of the Church of the Nazarene? If not, discuss your areas of disagreement or concern.

**IV. THE CALL**

A. How do you feel about your spouse’s call to full-time Christian ministry?

**V. PRACTICE IN MINISTRY**

A. Experience

1. List ministries you have been involved with in the local church…

Position Church Ministries/Responsibilities Length of Service

2. Please describe any other ministry experience.

B. In reflecting on your ministry experiences...

1. What ministry assignment or responsibility did you enjoy the most, why?

 2. What did you think you did the best, why?

 3. What ministry assignments or responsibilities were the most difficult, why?

C. Relationships

 1. What is your reaction when things do not go as planned?

 2. How do you respond when someone tells you what you “ought” to do?

 3. What is your response to criticism?

 4. How much approval from people do you need?

 5. How do you think other people see you? (Is this accurate, what you want?)

 6. Do you find it easy to meet new people?

 7. In a broad sense how do you relate to people?

**VI. ACCOUNTABILITY**

A. How do you plan to balance family time, study, prayer, pastoral care (or other ministry assignment), community involvement?

B. What guidelines have you established to safeguard your integrity in the areas of

financial responsibility?

time management?

sexual conduct?

C. Have you established the practice of talking regularly and openly with your spouse about your calendar, appointments, challenges, and temptations? If so, describe it.

D. Do you have an accountability partner or group? If so, describe how you practice accountability together.

E. What practices have you established to maintain your physical, mental and emotional well-being?

**VII. QUESTIONS**

**Do you have any questions for the Assessment Team or Ministry Boards?**

**North Central Ohio District Church of the Nazarene**

**Journey Towards Ordination**

**STEP BY STEP PREPARATION FOR MINISTRY AND**

**EXPLANATION OF THE JOURNEY TOWARDS ORDINATION**

***PREAMBLE***

Ordination is the authenticating, authorizing act of the church that recognizes and confirms God’s call to ministerial leadership as stewards and proclaimers of both the gospel and the church of Jesus Christ.

It is important to realize that God calls but the church ordains. The church does not claim the right to call people to the ministry. That is the work of God the Holy Spirit.

Ordination is an authorizing act of the church. By means of ordination the church officially approves you as a minister. The ordination service itself bears witness to the church universal and to the world at large that you are truly a man or woman of God, that you have the gifts and graces for public ministry, that you have a thirst for knowledge, especially for the Word of God, and that you can clearly communicate the sound doctrine of the gospel including Christian Holiness in the Wesleyan Tradition.

Ordination is also a confirming act of the church. But before the public service of ordination, the church is at work evaluating you and your potential for ministry. The local church and the District Ministerial Credentials Board will observe you closely to determine if they will recommend you to the District Assembly for ordination.

Ordination should not be viewed as a rite of passage, whereby one checks off assignments but as an invitation presented to those whom the church has given the charge to certify the readiness and acceptability of each individual candidate. The District Ministerial Studies and Credentials Board have been so charged to assess each individual who is moving through the course of study and fulfilling ministerial service requirements.

Ordination is a spiritual and theological act of the church. It is more than receiving certification to minister. It is more than passing qualifying exams of your profession. It is the church’s acknowledgment that God calls and gifts certain men and women for ministerial leadership in the church. Because scripture teaches that in Christ there is neither slave nor free, Jew nor Greek, male nor female, but all are one in Christ, the Church of the Nazarene ordains persons regardless of their economic status, their nationality or race, or their gender. The issue in ordination is the testimony of a call from God, completing minimum educational preparation for and experience in ministry, and the demonstration in the life of the church of the gifts and graces for ministerial leadership.

Step One: Clarification of the call

Talking and praying with spiritual mentors

Talking and praying with pastor

Is the call to ministry or vocation?

Is the call to Elder (preaching) or Deacon track?

Step Two: Request for Local Minister’s License

Interview with the local church board

 \* Spiritual experience (salvation, entire sanctification)

 \* Doctrinal understandings

 \* Spiritual formation and disciplines (prayer, Bible reading, etc.)

 \* Ministry experience (teaching, leadership, witnessing, etc.)

 \* Gifts and graces (spiritual gifts)

Submit “Request for Verification of Credential History” to General Secretary’s Office

Establish prayer partners

Provide assignment for ministry in the church

Enroll in classes for the Manual required course of study as soon as Local Minister’s License is issued if not sooner

Submit a signed copy of this document and a copy of the local license certificate to the district office.

Send unofficial transcripts to Ministerial Studies Board Secretary for initial evaluation.

Must have a Local Minister’s License for at least one year and completed at least six courses. We recommend your first five courses be: 1) Telling the Old Testament Story of God; 2) Telling the New Testament Story of God; 3) Exploring Christian Ministry; 4) Exploring Nazarene History and Polity; 5) Communicating with Spoken and Written Language. Please refer to “Plan of Examination” available on the district website and in the annual journal.

Step Three: Request for District Minister’s License

Full and unreserved recommendation from the Lead Pastor

Has completed the required studies (6 courses) and reported Ministerial Studies Board Secretary

Interview with the local church board

 \* Review the list above

 \* Full and unreserved recommendation from the church board

 \* Recommendation submitted to the district secretary

 \* Church board should provide financial assistance to attend the Ministry Assessment Center

Apply for and attend the Ministry Assessment Center

 \* Complete pre-testing and forms

 \* Attend the Ministry Assessment Center

Complete the application for District Minister’s License

Request an appointment for interview with the Ministry Boards in April

Recommendation to the District Assembly comes from the Ministry Boards

Step Four: Annual Renewal of District Minister’s License

Completion of required studies and reported to Ministry Boards

Full and unreserved recommendation from the pastor and local church board

Annual renewal meeting, as requested, with the Ministry Boards

Recommendation to the District Assembly comes from the Ministry Boards

Step Five: Request for Consideration for Ordination

Graduated from the *Manual* Course of Study for Ministers (This may be different from graduation from one of our schools or colleges as there may still be courses required for ordination that were not completed upon college graduation)

Completed the required consecutive years of experience in ministry (Page 3)

Request an appointment with the Ministerial Credential Board in May

Step Six: Ordination

Conditioned upon recommendation of the Ministerial Credentials Board, affirmative vote of the District Assembly and the approval of the General Superintendent in jurisdiction.

**Ordination can take up to 10 years given education/service requirements.**

# THEOLOGY OF ORDINATION

Theology of Ordination. While affirming the scriptural tenet of the universal priesthood and ministry of all believers, ordination reflects the biblical belief that God calls out and gifts certain men and women for ministerial leadership in His Church. Ordination is the authenticating, authorizing act of the Church, which recognizes and confirms God’s call to ministerial leadership as stewards and proclaimers of both the gospel and the Church of Jesus Christ. Consequently, ordination bears witness to the Church universal and the world at large that this candidate evidences an exemplary life of holiness, possesses gifts and graces for public ministry, has a thirst for knowledge, especially for the Word of God, and has the capacity to communicate clearly sound doctrine. Manual 401, 2005-2009

(Acts 13:1-3; 20:28; Romans 1:1-2; 1 Timothy 4:11-16; 5:22; 2 Timothy 1:6-7; 5:22)

# CRITERIA FOR ORDINATION

After a candidate has met the minimum service and educational pre-requisites, the Ministerial Credentials Board will evaluate the following areas:

1. Evidence of spiritual maturity and growth, which is evidenced by high moral ethical behavior.
2. Evidence of doctrinal and biblical integrity, comprehension, and articulation.
3. Evidence of churchmanship, knowledge of church history and polity.
4. Evidence of the gifts and graces necessary for ministry, as seen in his or her ministry assignment(s).
5. Evidence of personal maturity (and common sense) befitting an ordained minister in the Church of the Nazarene.
6. Evidence of a life-style that prioritizes family relationships and in cases of unhealthy relationships peruses reconciliation.
7. Evidence of Personal Evangelism and Making Disciples.

***EXPERIENCE REQUIREMENT FOR ORDINATION***

*Manual, 534.3 for Elder, 2017-2021 (see 533.3 for Deacon)*

*One who professes a call of God to this ministry. The candidate currently holds a district license and has at one time held a license for not fewer than three consecutive years. In addition, the candidate has been recommended for renewal of district license by the church board of the local church in which he or she holds membership or by the District Advisory Board.*

*Further the candidate: 1. has fulfilled all the requirements of the church for the same, 2. has successfully completed a validated course of study prescribed for licensed ministers and candidates for ordination as elder, and 3. has been carefully considered and favorably reported by the District Ministerial Credentials Board or District Board of Ministry of the district assembly.*

*The candidate may be elected to the order of elder by two-thirds vote of the district assembly. To be eligible for election,*

*the candidate must have been an assigned minister for not fewer than three consecutive years, and the candidate must currently be serving in an assigned ministry. In the case of part-time assignment, it should be understood that there should be an extension of the consecutive years of in-service time, depending on their level of involvement in local church ministry, and that their testimony and service demonstrate that their call to ministry is primary to all other pursuits. Further, any disqualification that may have been imposed by a district assembly must be removed in writing by the district superintendent and the District Advisory Board of the district where the disqualification was imposed before the minister is eligible for election to elder’s orders. In addition, the candidate’s marriage relationship must be such as not to render him or her ineligible for ordination. (205.6, 320, 529)*

***RECOMMENDATION FOR APPLICATION FOR ORDINATION***

All candidates must have a current District Minister's License which has been held for at least three consecutive years prior to ordination, complete the required course of study for ministry and fulfill the required time of service within the Church of the Nazarene that provides important experience and reflects gifts and graces necessary as an ordained minister of the gospel. At the time of ordination the candidate must be serving in a current ministry assignment in the Church of the Nazarene.

We recommend the following requirements for time of service for ordination in the Church of the Nazarene on the North Central Ohio District.

1. Three consecutive years as a lead or associate pastor.
2. Six consecutive years of service as a part time (15-29 hours per week) for an associate or assistant pastor.

An individual must hold a district license and serve in an assigned ministry position to meet this requirement. It will be the responsibility of the candidate to provide a detailed listing of their ministry assignments, including position, basic responsibilities and hours per week. This form must be signed off by the lead pastor or supervisor for that assignment and sent annually to the district secretary with the annual applications for district minister's license or ordination.

It is further understood that there may be a combination of service times with candidates having different levels of ministry involvement (full or part time). In such cases it will be the purview of the Ministerial Credentials Board as to what combination(s) will meet said requirements.

Locally Licensed Minister’s signature: Printed Name:

 Email:

 Phone:

Senior Pastor’s signature: Local Church:

**North Central Ohio District Church of the Nazarene**

**Beginning the Journey: Ministry Assessment**

SAMPLE LETTER TO COACH

Dear Coach,

Thank you for your willingness to serve as a ministry coach in the upcoming Ministry Assessment Center.

This event is for those with a local or district minister’s license moving toward ordination. Believing with each candidate, that they have been called by God to Christian ministry, it is our desire to encourage, shape and equip them for that call.

The assessment will be held at the \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_. We will begin on **Friday at 10:30 a.m. and conclude on Saturday by 11:00 am**. A full schedule is enclosed. If requested, a room has been reserved for you at \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_. Friday meals and snacks are provided at the church; Saturday breakfast will be at the hotel or on your own. Dress is casual.

At the assessment event, you will accompany your candidate through a rotation of evaluation sessions on Friday. These will include individual session on finance and relationships, spiritual formation, call to ministry, and a personality evaluation with a professional counselor. There will also be small group sessions which will focus on evangelism, sanctification and case studies.

You will have an open slot on the schedule. We encourage you to spend at least a portion of that discussing spiritual gifts with your candidate. Their gifts are included in the packet.

On Friday evening, the Assessment Team (you and the various facilitators) will develop a list of strengths as well as concerns, goals and an action plan for your candidate.

On Saturday morning during a special commitment and communion service, you will share the summary with your candidate and have the opportunity to join them in a time of prayer and sharing of communion.

Following the assessment, we encourage you to keep in contact with your candidate, encourage them in their call to ministry and help them work towards the established action plan and goals.

Please read the enclosed materials regarding your candidate. This will give you a glimpse of who they are before the assessment event.

Please feel free to contact your candidate prior to the assessment, introduce yourself and ease some of their nervousness. It might be a good idea to ask them what they are looking forward to learning from the assessment.

We welcome your feedback on the enclosed packet and the overall format of the assessment. This concept is being used across our denomination but we want our event to meet the needs of our ministers and district. Your comments would be most helpful as we make on-going adjustments to the process.

If you have any questions, please contact the district office or Pastor Lester Champer.

Assessment Coordinator

**North Central Ohio District Church of the Nazarene**

**Beginning the Journey: Ministry Assessment**

POSITION DESCRIPTION FOR COACH

Review the candidate’s application packet and prayerfully prepare for the assessment event.

Attend the assessment weekend with assigned candidate (and spouse as applicable).

Continue to provide support and prayer for your candidate.

Contact the candidate at least quarterly to follow-up on progress and challenges.

Serve as an advocate for the candidate and also provide the Credentials Board with a long-term perspective of the candidate’s progress and challenges.

Coaches will remain with assigned candidates for as long as they hold a district license and the coach is able to continue serving or requests to be replaced.

**North Central Ohio District Church of the Nazarene**

**Beginning the Journey: Ministry Assessment**

LETTER TO FACILTATOR

Dear Facilitator,

Thank you for your willingness to serve at the upcoming Ministry Assessment Center.

This event is for those with a local or district minister’s license moving toward ordination. Believing with each candidate, that they have been called by God to Christian ministry, it is our desire to encourage, shape and equip them for that call.

The assessment will be held at the \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_. We will begin on **Friday at 10:30 a.m. and conclude on Saturday by 11:00 am**. A full schedule is enclosed. If requested, a room has been reserved for you at \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_. Friday meals and snacks are provided at the church; Saturday breakfast will be at the hotel or on your own. Dress is casual.

At the assessment event, you will have an assigned area (private where necessary) to meet with the candidates according to the attached rotation schedule.

Preliminary goals of the various sessions are:

Relationships and Finances: focus on the importance of the candidates marriage (or challenges unique to those who are single) as well as personal finances, both areas are foundational to success in ministry.

Personal Assessment: focus on the emotional health of the candidate, family and social history which impact their approach and gifts for to ministry.

Your Call: focus on the seriousness and responsibility of the call of God to the ministry.

Spiritual Formation: focus on the spiritual practices and growth of the individual as well as their ability to mentor and challenge corporately.

Case Study: focus on various scenarios of ministry; these “what if” questions will provide candidates with an opportunity to dialogue about the ins-and-outs of ministry.

Sanctification: focus on telling your own story

Evangelism: focus on personal evangelism for every minister

Each candidate will also be accompanied by a coach to each of their sessions. On Friday evening, the Assessment Team (coaches and facilitators) will develop a list of strengths as well as concerns, goals and an action plan for your candidate.

On Saturday morning during a special commitment and communion service, coaches will share the summary with each candidate. You will have the opportunity to join them in a time of prayer and sharing of communion.

Please read the enclosed materials regarding the candidates. This will give you a glimpse of who they are before the assessment event.

If you have any questions, please contact the district office or Pastor Lester Champer.

Assessment Coordinator

**North Central Ohio District Church of the Nazarene**

**Beginning the Journey: Ministry Assessment**

**WORKSHEET FOR FACILITATORS/COACHES**

Candidate: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Coach/Facilitator:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

This student’s sense of calling is:

[ ] Very clear [ ] Clear [ ] Unclear [ ] Specific [ ] Non-Specific

Question/Notes from Application:

Question/Notes from Myers/Briggs:

Questions/Notes from sessions:

I note the following strengths in this student:

I have the following concerns or questions:

I have the following suggested actions and strategies for this student:

**North Central Ohio District Church of the Nazarene**

**Beginning the Journey: Ministry Assessment**

**ASSESSMENT SUMMARY FOR CANDIDATE**

Candidate’s Name:

Coach:

We view the strengths of this candidate as being:

We have the following concerns or questions:

We suggest the following as goals or points of special emphasis and development during the candidate’s ministerial preparation:

Further comments or clarifications:

Date:       Candidate’s Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date:       Coach’s Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**North Central Ohio District Church of the Nazarene**

**Beginning the Journey: Ministry Assessment**

**SAMPLE SCHEDULE**

Tentative One-Day Format

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  |  | Finance & Relationships | Personal Assessment | Spiritual Formation | Your Call | Case Study |
|  |  |   |   |   |   |   |   |   |  |
| 9:00 | Opening |  |  |  |  |  |  |  |  |
| 9:15 | NCO Journey Document/Personal Evangelism with Pastor Wendell Brown |
| 10:15 | Question/Answer Session on district license/ordination process |  |  |
| 10:30 | break |  |  |  |  |  |  |  |  |
| 10:45 | Sanctification Q&A with Pastor Lester Champer |  |  |  |  |
| 12:00 | Lunch |  |  |  |  |  |  |  |  |
| 12:50-1:35 | rotation | 6 | 3 | 4 |   | 5 |   | 12 |   |
| 1:40-2:25 | rotation |   | 1 |   | 2 |   | 3 |   | 456 |
| 2:30-3:15 | rotation |   | 5 | 1 | 6 |   | 2 | 34 |   |
| 3:20-4:05 | rotation | 4 |   | 5 |   | 6 |   |   | 123 |
| 4:10-4:55 | rotation | 2 |   |   | 3 | 1 | 4 | 56 |   |
| 5:00-7:00 | Dinner (Facilitators/Coaches meeting in separate location) |  |  |
| 6:30 | Coaches/Candidates reveal time |  |  |  |  |  |  |
| 7:00 | Commitment and Communion service |  |  |  |  |  |

**COACHING ASSIGNMENTS**

Number Candidate Coach

1

2

3

4

5

6

NCOMAC